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A RESOLUTION ON DEI IDEOLOGY IN HIGHER EDUCATION

WHEREAS, the general supervision of the state educational institutions of the state of Idaho is vested in the State Board of Education pursuant to Article IX, §2 of the Idaho Constitution and Idaho Code § 33-101; and

WHEREAS, the State Board of Education serves as the Board of Regents of the University of Idaho (Article IX, §10 of the Idaho Constitution; Idaho Code § 33-2802), and the Board of Trustees of Idaho State University (Idaho Code § 33-3003), Boise State University (Idaho Code § 33-4002), and Lewis-Clark State College (Idaho Code § 33-3102); and

WHEREAS, the Board requires the postsecondary institutions to “create a welcoming and dynamic learning environment of belonging by administrators, faculty, and staff who are invested in the success of every student” (Board Policy II.P Human Resources Policies and Procedures); and

WHEREAS, the Board recognizes and values the unique diversity of Idahoans and expects the postsecondary institutions to foster a campus culture that appreciates and reflects this diversity; and;

WHEREAS, the institutions are prohibited from requiring diversity statements in hiring (Board Policy II.P) and in hiring and admissions (Idaho Code § 67-5909B); and

WHEREAS, the Board affirms that Idaho’s institutional accreditor does not require institutions to establish or maintain central offices, policies, procedures or initiatives dedicated to diversity, equity, or inclusion beyond general efforts to address existing achievement gaps; and

WHEREAS, the Board affirms that Idaho’s institutional accreditor provides general standards of quality assurance but the Board maintains authority over the specific actions the institutions shall take to meet these broad accreditation standards.

NOW, THEREFORE, BE IT RESOLVED that diversity, equity, and inclusion ideology (“DEI ideology”) is any approach that prioritizes “personal identity characteristics” (race, color, sex, sexual orientation, national origin, religion, or gender identity) over individual merit; and

BE IT FURTHER RESOLVED that the institutions shall establish and maintain equality of opportunity so that all students may succeed regardless of personal identity characteristics.

BE IT FURTHER RESOLVED that the institutions shall not use personal identity characteristics in decisions affecting the employment or education of any employee or student.

BE IT FURTHER RESOLVED that institutions shall not establish or maintain a central office, policy, procedure, or initiative that promotes DEI ideology.

BE IT FURTHER RESOLVED that institutions shall ensure that no student resource or student success center serves students based on DEI ideology.

BE IT FURTHER RESOLVED that no institution employee or student shall be required to declare gender identity or preferred pronouns in any form of communication.

BE IT FURTHER RESOLVED that nothing herein shall prevent institutions from complying with federal and state laws, external regulatory requirements, or from following other specific guidance provided by the Office of the State Board of Education related to this resolution.

BE IT FURTHER RESOLVED that the resolutions contained herein shall be implemented by June 30, 2025.

ADOPTED and APPROVED by the Idaho State Board of Education, December 18, 2024.



Linda Clark, President